



# The Apollo Wheel Overview Report

## Management

Client Name: ***Apollo Consultants***

Candidate Name: ***Jane Citizen***

Date Report Taken: 26/09/2011

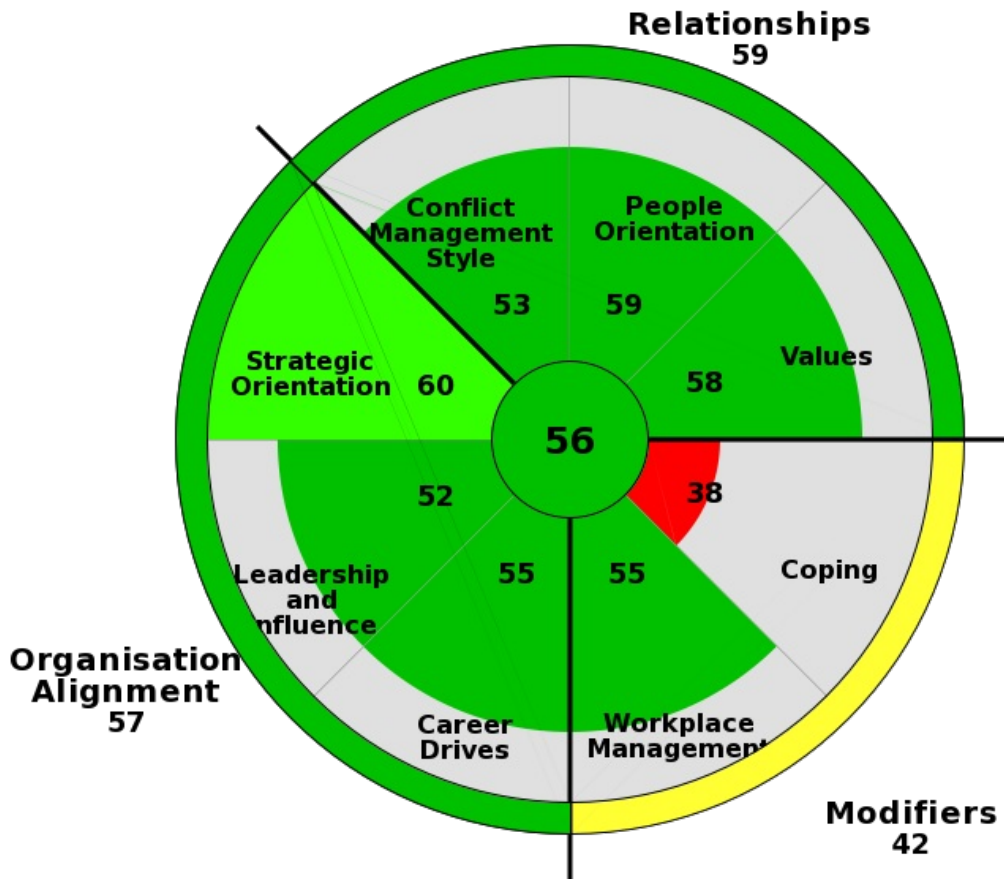
Overall Suitability: 56 - **GREEN** - Likely to be suitable.



The Apollo Wheel report provides an overview of a candidate that is useful for both recruiting and development purposes. More detailed information is available for management/HR use from the Factors Report, and expanded interpretation from the Apollo Narrative Report. Employees and candidates may be provided with an individual Development report if wished.



## The Apollo Wheel Candidate Overview



Overall Suitability: **GREEN** - Likely to be suitable.

**Green:** - Means likely to be suitable as this person is above average when compared with others at this level of report, and is likely to generally perform well for that component. Their T Score is between 50 and 59.



## Interpreting the Apollo Wheel

Candidate Suitability is calculated using T scores. A T score is a statistical method used in setting up norms for standardised tests. This provides a meaningful comparison and ratings between the test taker and the norm group.

Up to 34 factors are reported on, for ease of interpretation broken into three PARTS:

- **PART 1 Organisation Alignment** Shows current degree of career commitment, leadership development and strategic thinking.
- **PART 2 Relationships** Shows abilities to teamwork and get on well with others, and to resolve conflicts and some important work-related personal values.
- **PART 3 Modifiers** Personal attributes that can either multiply or detract from workplace effectiveness.

Each PART consists of a number of GROUPS of factors. There are 8 Groups, except for Sales level which has 7.

Each GROUP is comprised of a number of appropriate factors that provide more detailed information about a candidate.

**FACTORS:** Users can [click through](#) to see detail of factors in each GROUP. The Factors Report also provides detail of all FACTORS, their score and brief meaning. Expanded interpretations are available from the optional Apollo Narrative Report.

The bulls-eye score in the centre of the Apollo Wheel is the overall Candidate Suitability across all FACTORS, compared with others at the same level of report.

### Understanding the colour coding for the Apollo Wheel

The colour coding provides a fast and easily understood method of rating candidates against others. T Scores are used as the basis of calculation.

**Bright Green:** Indicates that a candidate scored similar to the Apollo Profile Model of Excellence. He or she is significantly above average and highly likely to demonstrate good skills and capability for that component, and has a T Score of 60 or greater.

**Green:** Means that this person is above average when compared with others at this level of report, and is likely to generally perform well for that component. Their T Score is between 50 and 59.

**Amber:** Indicates that some development is likely to be needed for this component as their T Score is between 40 -49, which is one standard deviation below the mean.

**Red:** Indicates that at this stage the candidate is not likely to be significantly developed or skilful for that component, and has a T Score below 40, which is equivalent to the bottom 16%.